FY07 APPLY Board Submarine Warfare Community (RC)

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Community Background

Purpose/Mission: RC Submarine Warfare Officers (1125) are war fighters who may serve in any 11XX/1050/1000 billet.

- Desirable NOBCs: Submarine Advisory Team (SAT) Watch Officer – 9083; Submarine Element Coordinator (SEC) - 9088.
- 72 Submarine Reserve units; 10 mission areas: Theater Undersea Warfare, Strike Group Operations, Submarine Rescue, Expeditionary Maintenance, Submarine Force Operations, Submarine Force Security, Submarine Force Requirements, SSGN Mission Support, Waterfront Operations Support, and Tactical Development/Exercises.
- Also serve in operational units outside community: Numbered Fleet, General Staff (including Joint), Naval Coastal Warfare (MIUWU, IBU, HDC), ELSF, JFMCC, SPECOPS, CHB, Intel, other.
- Strongly encouraged to seek command at every rank.
- Leadership is highly valued (CO, XO, Op, Readiness/Training, other)
- ASW/warfighting skills are highly valued.
- Diversity of assignments (in and outside of community) are valued.
- Senior personnel also lead/participate in regional/national activities.

Typical Career Path / Required Qualifications

0 0.5 1 1.5 2 2.5 3 3.5 4 4.5 5 5.5 6 6.5 7 7.5 8 8.5

Nuclear Power Pipeline / Initial Submarine Warfare Training	1st Division Officer Tour - Normally 1 boat; occasionally split tour or shipyard/NUCON - Qualify Submarines, Nuclear Engineer (SN0); possibly qualify Strat Weps (SD0/1)	Shore Duty / Post Graduate School - Some go direct to DH Tour (Engineer, Nav, Weps)	Transition / RC Affiliation - Many go to Post Grad School for 1st/2nd Masters

ENS LTJG LT

9 9.5 10 10.5 11 11.5 12 12.5 13 13.5 14 14.5 15 15.5 16 16.5 17 17.5

- Operational unit (SGO, TUSW, Sub Rescue, CSG 7/8, TACDEV) or Maintenance Unit
- Jobs include: Training, Admin, Operations, XO
- Begin SAT/WQ Quals. Hot Runners selected for CO.
- Major Shore/Afloat Staff, Submarine Reserve Ops Unit, MIUWU, Joint unit, additional Leadership
- Command, XO, JPME, SAT/SEC quals, SAT Lead, NCW Staff. ASW Coordinator on CSG/ESG. Additional NOBC's
- Selection Boards, Policy Boards, NRAMS, GWOT

LCDR CDR

18 18.5 19 19.5 20 20.5 21 21.5 22 22.5 23 23.5 24 24.5 25 25.5 26 26.5

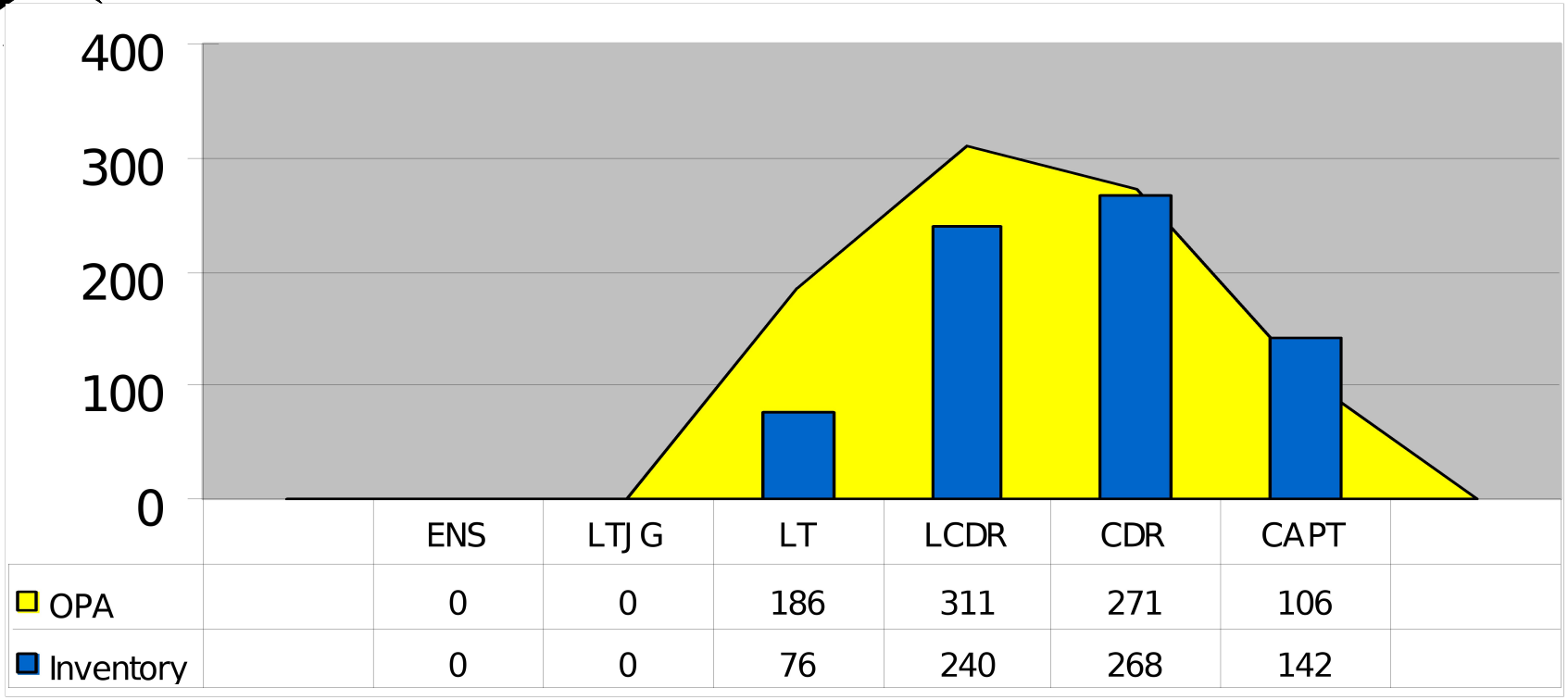
- Command, COS, XO, Major Staff ACOS NCW Senior leadership, additional Warfighting AQD's/NOBC's, Watch Officer in Joint or Navy Operations Center, JPME, Additional professional development/diversity (additional use of ADT/ADSW), GWOT, Mentoring.
- SEC/ASW Coordinator on CSG/ESG, Mentoring, Flag-level Special Interest Projects, Selection Board Participation, Additional value-added activities, Policy Board Lead, JFROC, War College/War Game lead/participant, regional/national mentoring, REDCOM CO training.

CAPT

Desired Career Milestones

- **Lieutenant:**
  - **Learning. Seeking more demanding positions in their commands. Some seek Command of Maintenance (NSSC, Tender) units or billets outside community. Generally 03s transition from AC with ~5-8 years experience; qualified in Submarines, and as Nuclear Engineer (SN0/1).**
- **Lieutenant Commander:**
  - **Qualify as SATWO and ASW/OPCON watch. Seeking greater responsibility and leadership; often transition out of community to units with larger staff. Start JPME. Begin travel for leadership jobs. Hot Runners seek XO/CO jobs. May be mobilized. Some 04s come from Submarine DH tour (Eng/Nav/Weps).**
- **Commander:**
  - **Command, JPME, SAT Lead. XO, ACOS. Some seek significant ADT/ADSW. Joint leadership. Seek the hard jobs; more likely to travel. SEC quals, Mobilization, Board support. Mentoring, investing significant time in Navy. Highly competitive officers command twice, even outside community. Balance of Family/Job/Navy.**
- **Captain:**
  - **Command, Major Staff. Additional NOBC's. Significant mentoring and engagement in policy boards, statutory boards, Force/Fleet-wide studies, other key TYCOM-level activities. Regional/National-level Navy activities. Recognized expertise within community and sought out by TYCOM and CSG/ESG Commanders for ASW skills.**

Reserve Requirements FY09 OPA vs. Inventory



	ENS	LTJG	LT	LCDR	CDR	CAPT
OPA	0	0	186	311	271	106
Inventory	0	0	76	240	268	142

Overgrade Waivers to Meet JO Undermanning

1. FY0 C PERS-492.
2. <u>OPA Trends</u>: O3 and O4 OPA increase ~20% from FY06 to FY09. O6 OPA decreases ~20%, and O5 OPA flat for same period → Demand signal for

FY07 APPLY BD 1125

Summary

- Command at earliest opportunity - highly valued
  - More opportunities (as of FY06) for O4 command
  - More O5s seeking command outside community
- Frequent use of additional AT and ADT for CSG/ESG operational requirements
  - RC represents 95%+ of SATWO/SEC and ASW Coord skills for CSG/ESG
  - Most SATWO personnel in Strike Group Ops (SGO) units (formerly BGO units)
- Submarine Reserve one of first to require CO fitreps from AC (since 1998)
  - Many 1 of 1 reports for COs.
- Post-ZBR: Fewer “Staff” units – more operationally focused
- Gap in Service (AC to RC) not uncommon (pursuit of Post-Grad degrees)
  - Multiple Post-Grad degrees becoming more common.
- JPME: Some officers completed; many pursuing
- Strong integration within Submarine Force and Undersea Enterprise
  - Submarine Force/TYCOM strategic planning and business assessment